

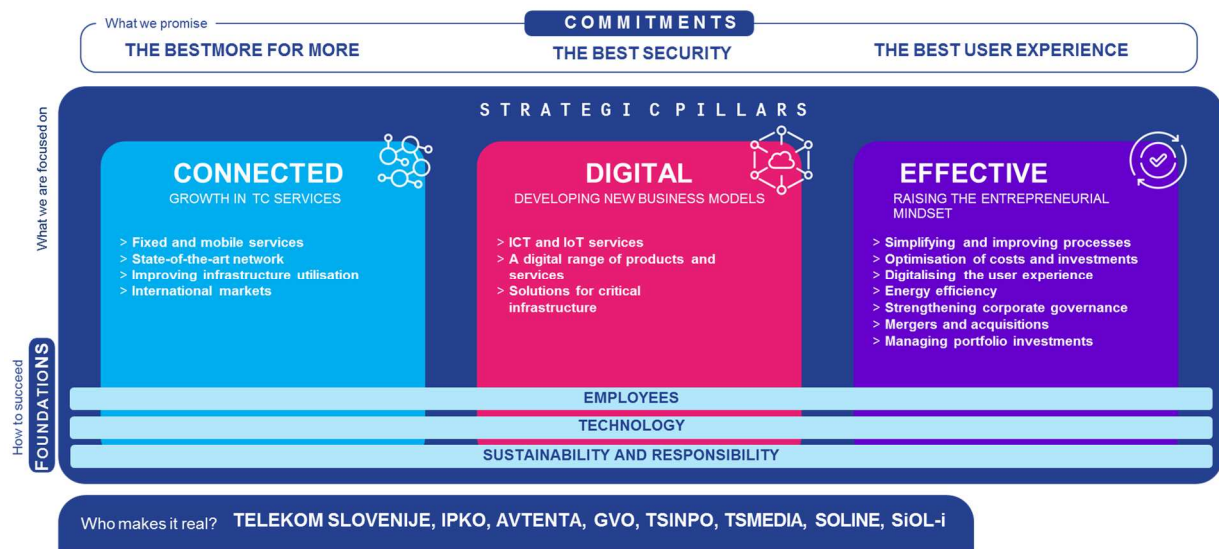
Abstract of the Strategic Business Plan of Telekom Slovenije Group for the 2024-2028 period

The Strategic Business Plan of the Telekom Slovenije Group for the 2024-2028 period is the core corporate document in which the future development of the Telekom Slovenije Group is defined through its mission, vision, values, business model and objectives.

The document is based on available data, taking into account regulatory restrictions and trends in the macroeconomic environment for the region in which the Telekom Slovenije Group operates. In its preparation, we took into account analyses of the operations and market shares of comparable European operators, analyses of competition, development expectations, and trends in the telecommunications industry.

Connecting opportunities

The future development of the Telekom Slovenije Group is based on the vision "Connecting Opportunities". We are the infrastructural foundation of connected users and devices.



The development of the Telekom Slovenije Group in the upcoming period is based on highly qualified employees, state-of-the-art technology, and sustainable development and social responsibility.

The future operations of the Group will be focused on three strategic pillars:

- On telecommunications markets in Slovenia and abroad, we will focus on continued growth in revenue and market shares. We will pay special attention to greater utilization of the available infrastructure.
- As a reliable provider of critical infrastructure and digitalisation of services, we plan the highest growth in the ICT and digital services segment. We will increase the value of services by including cyber security solutions.
- We will improve the efficiency of operations with further digitization of operations, cost reduction, and greater investment efficiency.

Sustainable development

The principles of sustainability are integrated into our business, products, services, and content. We provide the broadest coverage with broadband access and advanced digital services. We take our role in adapting and mitigating climate change with great responsibility, also by reducing our own carbon footprint, with energy efficiency and the use of cleaner energy sources. With a comprehensive range of solutions for the further development of smart cities, businesses and communities, we are promoting together with our partners the transformation into a carbon-neutral and digitally connected Slovenia. Our activities are aimed at reducing the digital divide and caring for an inclusive, healthy, and safe society.

Strategic goals of the Telekom Slovenije Group for the 2024-2028 period

- EBITDA in 2028: EUR 280 million
- Net profit in 2028: EUR 83 million
- Investments in the 2024-2028 period: EUR 951 million
- Carbon neutrality by Scope 2 in 2028
- Dividend policy: dividend payment in the amount of 30-50% of net profit of the Telekom Slovenije Group, taking into account the current financial position and the Group's investment needs.

Goals of the Telekom Slovenije Group for 2024

- Operational revenue: EUR 717.4 million
- EBITDA: EUR 233.6 million
- Net profit: EUR 43.2 million
- Investments: EUR 235.7 million